

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021

Reference: Endorsed GPB #2021-011320											Date Endorsed: Jul 21, 2022	
Organization: Department of Environment and Natural Resources											Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Environment and Natural Resources												
Total Budget/GAA of Organization:			17,967,946,000.00		Original Budget		2,787,068,298.00					
Actual GAD Expenditure			2,288,788,878.05		% Utilization of Budget		82.12					
% of GAD Expenditure:			12.74%									

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
1	2	3	4	5	6	7	8	9	11	12
3 Limited participation of women clients in ENR activities, programs/projects/activities	Lack of awareness of potential women beneficiaries of DENR programs and services on lands	Improved participation of women clients in DENR land programs	PAP- Support to Operation - Formulation and Monitoring of Environment and Natural Resources policies, plans, programs and projects	Conduct of orientation for women clients to DENR land programs in Upper Bicutan, Taguig City	Women participants in the orientation - At least 50 women participated	1 Orientation for 40 women clients	20,000.00 GAA	37,953.00 GAA	LMB	Done, Unforeseen additional logistical costs were incurred
4 Limited participation of women clients in ENR activities, programs/projects/activities	Limited recognition of women's contribution in resource management and protection	Recognized contribution of women in protection and management of natural resources in Tanza	PAP- Natural Resources Sustainably Managed and Enforcement Program	Conduct of forum on Women's Leadership, recognizing women's contribution to natural resource management	Number of forum conducted - 1 forum (NCR), 3 forums (R11)	Two (2) forums were held. NCR forum focused on Coastal and Marine Ecosystems in the Philippines and the Role of Women and Children on its Conservation.	400,000.00 GAA	306,000.00 GAA	NCR, R11	Done, Less number of forums were conducted than planned in Region 11
5 Limited participation of women clients in ENR activities, programs/projects/activities	Limited opportunity for women's participation in forest protection activities	Increased participation of women in forest protection Program (R1, R2, R5)	PAP- Forest Protection Program (R1, R2, R5) GASS: Personnel Management (R4B)	Hiring and designation of women forest protection officers and women patrol members	Number of women designated as forest protection officers - R2- Protection/Bantay Gubat 81 women, FPOs 6 patrol teams with women members, CAR - 55 women active in forest protection 12 women designated as patrol team members, R4B - 5% at least of hired FPO are women	A total of 78 women Forest Protection/Bantay Gubat Officers were hired	7,346,850.00 GAA	7,907,690.00 GAA	R1, R2, CAR, R4B, R5 R1, R2, CAR, R5	Done, The compensation budget on average (P8,000 to 8,500) is for less than 12 months work, but in some areas like Region 1, the FPOs were employed for 12 months
6 Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women clients as not fit for forest protection and maintenance	Increased participation of women in forest maintenance and protection	PAP- Forest Development, Rehabilitation and Protection (R2, R4B) Forest Protection Program (R3)	Conduct of learning events/capacity building and IEC on forest protection, maintenance and protection (including forest fire prevention), forest laws enforcement	Forest areas maintained and protected - R2- 34,013 hectares Number or percentage of women participants - R4B - 4% increase in women's participation in forest maintenance and protection activities, R3 - 3 women participants in CRMF training	34,000 hectares 5 IEC/learning events on forest protection - 142 men and 65 women participants 2 trainings - 4 women, 77 men	8,243,800.00 GAA	9,665,366.00 GAA	R2, R3, R4B R2, R3, R4B	Done, Overspending is largely due to larger number of forest protection officers hired that had to be trained in R2
					Number of meeting on role of women in forest protection - R4B - 2-3 meetings	2 IEC activities - 3,010 IEC materials, disseminated to 1,517 men and 1,493 women				

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7 Limited participation of women clients in ENR activities, programs/projects/activities	Limited information provided on conservation and development of natural resources, and threats to them	Increased men and women's awareness of conservation and development programs of DENR	PAP: Production and Dissemination of PAP: Community-Based Forest Management	Production and dissemination of gender-sensitive technical and popular IEC materials on conservation and development of natural resources	Number of gender-sensitive IEC materials on conservation and development of natural resources - R2 - 3,500 pcs	Produced 1,200 IEC materials (flyers, brochures, newsletters, etc) 33 IEC activities with participation of 208 women and 344 men	120,500.00 GAA	150,334.00 GAA	Region 2, 3	Done.Overspending is due to unbudgeted PS costs
8 Limited participation of women clients in ENR activities, programs/projects/activities	Lack of awareness of laws and guidelines on protected areas, wildlife laws and regulations	Increased women's awareness of laws, guidelines and regulations regarding protected area, wildlife conservation	PAP: Protection and Conservation of Wildlife	Conduct of orientation-seminars for women stakeholders in protected areas on laws, guidelines and regulations on wildlife conservation	Number of seminars held - R2- 5 seminars	5 orientation seminars on implementation of Protected Area Wildlife Laws and Regulations - 49 women and 60 men participants	236,775.00 GAA	236,775.00 GAA	Region 2	Done.
9 Limited participation of women clients in ENR activities, programs/projects/activities	Lack of information to women on cave management, protection and conservation	Equal opportunity to be involved in cave management, protection and conservation provided to women clients	PAP: Protected Area, Caves, and Wetlands Development and Management (R2)	Organize cave committees that include women stakeholders, including committee membership updating	Number of cave committees with women members - R2 - 6 cave committees	1 regional cave committee- 3 women, 5 men members 2 meetings - 25 women, 29 men	197,500.00 GAA	28,000.00 GAA	Region 2, R4A	Partially Done.Region 2 was unable to organize cave committees but integrated discussion of it in PAMB meetings
			PAP: Protected Areas, Caves and Wildlife Management (R4A)						R4A	
10 Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women as not fit for coastal and marines resources protection and development	Increased participation of women in coastal clean-ups	PAP: Coastal and Marine Resources Management Program	Conduct of coastal clean-ups including Manila Bay clean-up with participation of women stakeholders	Number of women and men participants - R4B - 4% of participants are women 1 CEPA conducted	12 coastal clean ups conducted in regions 3 and R4B, with participation of 2,083 men and 1,855 women	912,150.00 GAA	1,237,543.00 GAA	R3, R4B	Done.Overspending is partly due to unbudgeted PS costs (see attachment)
									R3, R4B	

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11	1 Limited participation of women clients in ENR activities, programs/projects/activities	2 Limited awareness of women stakeholders of the importance of their participation in water provision and management	3 Greater participation of women in ensure water safety and accessibility	4 MFO: Support to Operations	5 Conduct and updating of Watershed Characterization and Vulnerability Assessment (WCVA) with women stakeholders' participation	6 Number of women who participated in the assessment/Updating number of WCVA's reviewed/updated - R4A- Produce assessment report R6 - 3 WCVA's updated	7 4 WCVA processes held (parts of the processes are online) and WCVA reviewed, with total 79 men and 72 women participants	8 4,876,000.00 GAA	9 4,876,000.00 GAA	11 Region 4A, R6 R4A, R6	12 Done.
12	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women as not fit for cave assessment and management	Ensured equal gender opportunity to learn and participate in cave assessment	PAP: Management of Cave and Cave Resources	Conduct of meetings and workshop-training on cave assessment and management with participation of women stakeholders	Number of meetings/workshops - R8- 7 meetings, R10- 7 meetings, R11- 5 learning events, Number of women participants - With participation of a total 62 R8 - 12 women in each meeting, R10- 7 women in each meeting	16 cave assessment (including 7 in Region 10)	613,000.00 GAA	899,715.00 GAA	R8, R10, R11, R4A	Done, R4A's budget (P300,000) was not reflected in the submitted GRP 2021 by mistake
13	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information on laws and regulations affecting ENR communities	Increased knowledge of women stakeholders on laws and regulations governing protected areas and wildlife	PAP: Protected Area Management and Development	Conduct of orientation for women in Protected Area communities on laws and regulations governing Protected Areas and wildlife	Number of orientations held - 4 orientations Number of women participants Participated by 70 women and 55 men, SDD of 25 participants was not reported	6 orientations held in Davao Sur & Oriental and Marilog district	140,000.00 GAA	118,758.00 GAA	Region 11 R11	Done, Larger number of orientations held but lower expense is due to less participants than expected
14	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information reaching women on LAWIN program (on forest protection and biodiversity)	Increased awareness of different stakeholders (community, DENR, LGU etc) of LAWIN program	PAP: Forest and Biodiversity Protection Program	Conduct of learning event on LAWIN program and DAO 2018-21 on the Adoption of the Lawin Forest and Biodiversity Protection System as a National Strategy for Forest and Biodiversity Protection in the Philippines	Number of learning events with different participating stakeholders - 5 events Number of women participants 40 participants (14 Female and 26 Male)	One (1) learning event was held at Brgy. Lapuan, Don Marcelino, Davao Occidental April 21, 2021	129,000.00 GAA	63,750.00 GAA	Region R11 R11	Partially Done, R11 was unable to organize the 4 other events it had planned

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17	Limited access of women to productive services or economic benefits in ENR programs/projects	Women are seldom involved in ENR programs/projects	Women gain direct access to technologies generated by ERDB	MFO: STO: Ecosystems Research, Development and Extension Services	Replication of "Adopt-a-community" action research which informs women's organizations of ENR technologies developed	Monitoring of technology adoption of women's organizations - At least 1 organization adopts technology generated by ERDB	One (1) Women's organization (Clean and Green Women's Club of Magdalena, Laguna) were monitored on ENR technology adoption	117,100.00 GAA	87,508.00 GAA	ERDB	Done.
18	Limited access of women to productive services or economic benefits in ENR programs/projects	Limited information provided on alternative solid waste management in coastal areas	Women in coastal communities are acquainted with the use of waste as resource and the role of coastal communities in solid waste management	MFO: Ecosystems Management Services	Conduct of seminar on reuse of plastic waste and alternative solid waste management for women in coastal communities	Number of seminars conducted	Conducted Learning event on December 12-15, 2021	400,000.00 GAA	400,000.00	BMB	Done.
19	Limited access of women to productive services or economic benefits in ENR programs/projects	Men dominate participation in plantation and enterprise development	Increased participation of women in plantation and enterprise development	PAP: Community Based Forest Management (R1), Forest Protection and Development (R3), Forest Development, Rehabilitation and Protection (R2, R5)	Conduct of training and tracking of women's participation in plantation and enterprise development	Number of training events - R1 - 1 training (forestry), R2- 3 training events, R3- 1 training in biodiversity-friendly enterprise, RS- 1 training	At least 6 training events on forestry extension, nursery management, and biodiversity-friendly enterprise	19,931,000.00 GAA	1,430,445.00	Regions 1, 2, 3, 5	Done. P18,516,000 of R1's budget was wrongly included in non-attributed program in GPR 2021. It is under ENGP which is an attributed program.
						Number of women participants - R1 - 20% of CRFMA women members, R2- R5 - 20 women PO officers trained	At least 40 women participants			R1, R2,R3, R5	
20	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender stereotyping that seedling production is men's work	Improved economic well-being of women in ENR communities	PAP: Forest Development, Rehabilitation and Protection (R2), Natural Resource Conservation and Development Program (R3)	Conduct training of women in forest-based communities in production of seedlings for use and selling	Number of women participants in training and production of seedlings	Training and participation in seedling production - 3,585 men and 2,374 women	28,230,600.00 GAA	27,915,600.00 GAA	Regions 2, 3	Done.
										R2, R3, R6	
21	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender stereotyping that men are exclusively suitable to plantation and enterprise development	Improved economic status of women in ENR communities	PAP: Forest Development, Rehabilitation & Protection	Conduct of training and assistance in plantation development	Number of women participants in plantation establishment and management - R6- 778 women	Training in bamboo seedling production and use at least 889 men and 487 women participants	11,703,750.00 GAA	11,416,750.00	R2, R6	Done. Region 6 retained part of the budget to be paid later to workers involved depending on outcomes

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22	Limited access of women to productive services or economic benefits in ENR programs/projects	Lack of information on economic opportunities in reforestation	Equal employment opportunity for women and men in reforestation activities	GA55: Personnel Management	Hiring equally of women and men in reforestation activities	Number of women and men employed in reforestation activities	3 females hired out of 29 FPOs	510,000.00 GAA	25,500.00 GAA	Region 4B	Done,Implementation difficulties due to the pandemic required the program to prioritize experienced/previous FPOs, who are mostly male
23	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias for men in training for productive activities	Improved economic status of women in ENR communities	MFO: Support to Operations	Conduct of training on alternative livelihoods for women in ENR communities	Number of training participants - R9 - 60 women and 20 men participants	- 1 training on 3 alternative livelihoods and financial literacy- 26 women and 14 men participated	150,000.00 GAA	150,000.00 GAA	Region 9	Done.
24	Limited access of women to productive services or economic benefits in ENR programs/projects	Women are not aware of economic benefits for them of ecotourism	Increase awareness of women of the economic potential of ecotourism	MFO: Protected Area & Wildlife Management Protection & Conservation	Conduct of orientation on sustainable ecotourism for women stakeholders	Number of orientations held - 4 province and regional learning	5 orientations held	306,000.00 GAA	300,460.00 GAA	R11	Done.
25	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias prioritize men in productive/economic opportunities	Increased information to women in coastal areas on livelihood opportunities	PAP: Critical Habitat Establishment and Management	Conduct of learning event on livelihood opportunities for women in coastal areas	Learning events held - R11 - 2 learning events	2 learning events held in Brgy. Partukan and in Brgy. Malilag, Davao del Sur	107,000.00 GAA	89,800.00 GAA	Region 11	Done.Underspending is due to less participation than expected
26	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias prioritizing men in productive services and economic benefits	Increased participation of women in biodiversity-friendly enterprise development	MFO: Ecosystems Management Services (BMB)	Conduct of orientation and skills training for women on biodiversity-friendly enterprise development, and review of BDFE proposals to improve women's participation	Number of women participants - R3 and R12 -50 women participants	219women are part of 7 BDFEs provided with technical assistance in developing proposals and accessing funding	3,550,000.00 GAA	3,465,248.00 GAA	BMB, R3, R6	Done.
				PAP: Natural Resource Conservation and Development Program (R3), Protected Area Development and Management (R12)		Number/proportion of BDFE proposals owned by women - 20% of approved BDFE	Women's ownership of BDFE not assessed				

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27	1 Limited access of women to productive services or economic benefits in ENR programs/projects	2 Gender bias for men in economic services	3 Increased opportunity for women to access economic services	4 GASS: STO Land Management and Enforcement	5 Set up a livelihood project in one ENR community	6 Livelihood project set up in one community	7 1 GAD Livelihood Project established for PO-Maintit-Mallmono Tree Farmers Association in Bigy. Pili, Mallmono, Surigao City participants are 14 Males and 12 Females	8 200,000.00 GAA	9 141,528.00 Region 13 GAA	10 R13	11 Done.Lower costs due to less participants than expected
28	Gender-sensitive signages, facilities and services in ecotourism sites need to be maintained and developed	Normal wear and tear of gender-sensitized facilities, signages, upkeep of services & park gender-relevant activities	Gender-sensitized park and ecotourism services maintained MFO: Ecosystems Management Services (BMB)	Conduct of repairs and maintenance of park/ecotourism site and facilities to include gender-sensitive signages and IECs for the park/site	Site facilities repaired/maintainedd - BMB- 1 first aid clinic and lactation station R6 - repairs of facilities in 15 parks, R8 - repairs in 7 parks, R10- 10 facilities repaired and maintained	103 gender-sensitive facilities were set up (lactation station, diaper changing table, comfort rooms, viewing decks, picnic shed, water and electrical services, alcohol dispenser, etc) or repaired/maintained in at least 25 parks	8,113,000.00	7,440,969.00 BMB, Regions - NCR, R6, R8, R10	Done.Some facilities in R6 parks upon re-examination do not need repairs		
29	Women have particular needs & vulnerabilities in Covid-19	Economic slowdown due to Covid-19 impact women the most due to their role in household economic management	Open/continue employment of women in maintenance work in ecotourism facilities while ensuring safety measures vs. Covid-19	PAP: Protected Area Development and Management Open/continue maintenance work in ecotourism facilities mostly done by women while ensuring provision of sanitation and disinfection supplies and protocols	Gender-sensitive signages maintained/repaired - BMB- 3 pcs standee signages 2 information boards 5000 pcs collateral, 1 park activity on VAW, NCR- signages in LPCHEA updated and 2 IEC materials produced,	10 signages replaced, information booths, and directional signages were updated/repaired, 2 IEC materials produced	GAA	GAA	BMB, NCR, R6, R8, R10	Done.R4A revised their budget upwards but it was not updated in GPB 2021	
30	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional gender biases	Women and men's needs management plans are identified and analyzed	MFO: Ecosystems Policy Services Conduct of review of Protected Area management plans	PA management plans (PAMPs) reviewed for gender content - BMB -20 PAMPs reviewed and updated	20 women (and 43 men) were hired as staff in ecotourism facilities 1 management plan for the ecotourism facility prepared with participation of 23 men and 8 women	5,000.00 GAA GAA	4,991,000.00 GAA	Region 4A GAA	0 BMB BMB	Done.The PAMP reviews are desk reviews and incurred no costs

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31	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Men dominate leadership of people's organization partners	Increased number of women officers of people's organizations (POs)	MFO: STO-Operations Against illegal activities	Conduct of leadership training, and tracking of women members, and participation of women members in decision-making in partner POs	Number of women provided leadership training - R5 - 50% of women PO members provided training , R7- 40 women given leadership training	A total 892 women PO members participated in 12 training for leadership on various programs	1,117,000.00	1,430,000.00	R1, R2, R4A, R5, R7	Done: Trainings reported in R1 is far more than budgeted
				PAP: Forest Development, Rehabilitation and Protection		Increased number of women members - R5 - 30% of PO members are women	50% of 437 PO members are women, provided with training	GAA	GAA	R1, R2, R4A, R5, R7	
						Number of women occupying position in POs, - R4A-20% women officers of POs,	37% of PO member-women participated in BDFE training				
32	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias in election of Protected Area Management Boards (PAMBs)	Increased participation of women in protected area management and biodiversity protection	PAP- Protected Area & Wildlife Management Protection & Conservation	Conduct of PAMB meetings, and inclusion of women's empowerment and gender equality agenda	Number of women participants in PAMB meetings - R8 - 52 women participants in 24 PAMB meetings, R10 - 50 women included in PAMB meetings in 9 Protected Areas	At least a total of 573 women participants were counted in PAMB meetings under this activity	2,327,000.00	2,339,600.00	R1, R6, R8, R10	Done: The overspend is P12,600 which can be explained by number of planned participants against actual attendees
						Number/proportion of women PAMB members - R6 - women consist at least 5% of PAMB members	PAMBs in Region 6 has 293 women members which is 38% of the total 768 members	GAA	GAA	R1, R6, R8, R10	
						Number of PAMB meetings held - R8 - 24 PAMB meetings	A total of 109 PAMB meetings conducted with women's participation				
33	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited IEC and capacity development for women	Increased participation of women in decision-making in the Provincial Foreshore Management and Development Plan (PFMDP)	PAP: Land Surveys, Disposition and Records Management	Conduct meetings for the roll out of PFDMIP	Number of women participants in the roll-out meetings - R2- 20% of participants are women, R5 - 200 women participants, R6 - 6 women participants in roll-out meetings	At least 50 women participants in 2 regions	402,000.00	160,000.00	R2, R5, R6	Done: Part of the budget for this activity (P120,000) was not approved in the WFP of regions
						Number of meetings conducted	3 meetings	GAA	GAA	R2, R5, R6	

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34	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Inadequate information reaching women on management and decision-making process of making in protected areas	Increased women's awareness of and access to decision-making process of PAMBs	PAP: Protected Area & Wildlife Management Conservation	Conduct of PAMB meetings with women stakeholders in protected areas	Number of meetings conducted - 79 PAMB meetings R2- 20 meetings R4B - 2	2,056,000.00 GAA	632,381.23 GAA	R2, R3, R4B	Done, Region 6's budget of P1,427,000 was mistakenly included in the budget submitted for this activity. It is already reflected in Activity 32. Approved budget should be P609,000 only while total spend is 632,381.23. The difference is mostly explained by R4B's unbudgeted PS costs, offsetted a little by underspending in Region 2.
35	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited information and opportunities to participate in management of coastal resources	Increased involvement of women in decision-making on coastal resource management	MFO: Ecosystems Management Services	Conduct of training for women stakeholders on coastal resource management	Number of training/orientation held - 1 training on coastal resource management	50,000.00 GAA	38,898.00 GAA	R4B	Done.
36	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Cultural practices against women's participation in public activities	Increased participation of women in forest land use planning (FLUP)	PAP: Natural Resources Sustainably Managed	Conduct of workshops on the drafting FLUPs with women stakeholders' participation	Number of women who participated in drafting of FLUPs Number of workshops to draft FLUPs Number of FLUPs drafted or endorsed	1,600,000.00 GAA	628,625.00 GAA	R4B	Partially Done, Region 4B was able to allocate only P800,000 of its submitted budget of P1,600,000 in GFB 2021. Using this (P800,000) as approved budget, underspending is P171,376, which will still be spent to complete the approval process for some of the prepared FLUPs.
37	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias against women in decision-making roles	Increased participation of women in decision-making on resources management in their communities	PAP: Natural Resources Sustainably Managed	Preparation of 5-year plan for Community Resources Management Framework or CRFM	Number of women who participated in plan preparation- R4B - 15 women and 20 men	480,000.00 GAA	541,917.00 GAA	R4B, R6	Done, R4B incurred unbudgeted cost for PS and MOOE

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38	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional gender biases against women in decision-making role	Increased awareness and openness of Protected Area Management Boards (PAMBs) to address gender and women's concerns	MFO: Protected Area management Office (R4B)	Conduct of GAD orientation for PAMBs and increase women's participation	Number of participants & proportion of women PAMB member-participants - NCR - 16 PAMB members of which 20% are women, 20% are women, R4B - 5 women/25 men attend two orientations	Participants are a total of 65 women (36%) and 121 men (64%)	165,000.00	3,105,136.00	R4B, NCR	Done, Region 4B revised upwards its budget for the activity but the change was not captured in the revised DENR GPB 2021. Considering R4B revisions, total approved budget should be P3,087,000. Total spending (P3,105,135) is then over by a smaller figure at P18,135.
				PAP: Natural Resources Sustainably Managed (NCR)		Number of orientation activities conducted - NCR, R4B - 1 each	5 PAMB and PA staff meetings	GAA	GAA	R4B, NCR	
39	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited number of women in Community-based Resource Management Organizations (CBRMO) in forestry projects	Increased women's participation in forest conservation and protection decisions	PAP: Natural Resources Sustainably Managed	Conduct CBRMO meetings with increased women's participation and membership	Increased women's participation and membership in CBRMOs - R6- 25% of CBRMO members	31% of participants are women in CBRMO meetings or 115 out of the 367 participants	215,000.00	215,000.00	Region 6	Done.
						Number of meetings conducted	8 meetings			R6	
40	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias, traditions	Integrated gender in cave management plans	PAP: Caves and Wetlands Development and Management	Conduct workshops to review and revise Cave Management Plans to include gender concerns	Number of women participants in the revision of plan	15 women participants out of 25 total	250,000.00	250,000.00	R6	Done.
						Number of workshops conducted	1 workshop held	GAA	GAA	R6	
41	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender stereotyping in favor of men in management and decision making	Equal opportunity for men and women to learn and participate in management of coastal and marine resources	PAP: Coastal and Marine Resources Development and Management	Conduct IEC activities (forums and meetings) on management of coastal and marine resources with greater participation of women	Number of forums/meetings held - R10- 3 IEC activities	8 forums/meetings conducted	289,000.00	240,200.00	R4B, R10	Done, Lower expense due to lesser number of participants than expected
						Number of women participants - R10 -20 women participants	28 women participants out of 109 total	GAA	GAA	R4B, R10	

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42	1 Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	2 Women's role in natural resource management is not well recognized	3 Increase women's participation in decision-making on the management of natural resources	4 PAP: Environment and Natural Resource Resiliency Program	5 Conduct meetings to equally consult women and men stakeholders on various ENR management programs	6 Number of women participants in the meetings/consultations - 50 women participants	7 At least 61 women participants	8 30,000.00	9 0	11 Region 12	12 Done: This is a duplicate of Activity 15
43	Limited awareness of internal and external clients of gender issues, GAD activities and events	Requires easily accessible information, news, developments and reports on GAD	Increased awareness of internal and external clients of GAD activities and events	MFO: LMB - Formulation and Monitoring of ENR Policies, plans , Programs and Projects, R1 - SCIS Public Affairs Section	Production of various IEC materials in GAD corners, websites & bulletin boards and IEC events (lectures, radio guesting, gender orientation)	Operational GAD Corner, number of IEC materials and events, number of participants disaggregated by sex - LMB - GAD corner & website maintained, BMB - GAD corner and website, NCR - 1 GAD corner maintained, R4B - 7 GAD corners maintained, R5- 1 GAD corner by each of 7 offices, R6 - 7 GAD corners maintained, R7- updated 8 GAD corners, R8 - 7 bulletin boards maintained (1 regional, 6 PENROs) 400 copies of pamphlets	70 GAD corner/bulletin boards were maintained, 1 of them newly established and another is online rather than physical IEC materials were produced in 23 offices (regional and provincial)	1,341,400.00	1,543,937.00	FMB, ERDB, BMB, LMB, NCR, R1, R4A, R4B, R5, R6, R7, R8, R9, R12, R13	Done: The underspending of offices are in small amounts (less than 5,000). FMB did not spend its whole budget (10,000) because the GAD corner has been converted into online form
				GASS: ERDB, BMB, NCR, R4A, R4B, R6, R8, R9, R12, R13 - Support to Operations (STO), R5- Regional Public Affairs Office	Types and number of IEC materials produced - 2 issues of ERDB newsletter, LMB - 2 infomercials produced, CAR - brochure on GAD Strategic Plan, study of IEC system, NCR - 2500 pamphlets, 2 tarpaulins, R5 - 2 infomercials, R7- 1 IEC material produced, R8- 400 cps pamphlets, R9 - 200 pcs flyers and infographics, R13- 16 types of IEC materials	2 issues of ERDB newsletter, 5 types of IEC materials in NCR, 1,000 flyers and 1,000 shirts in R9		GAA	GAA	FMB, ERDB, LMB, CAR, NCR, R1, R4A, R4B, R5, R6, R7, R8, R9, R12, R13	
				PAP: FMB, R7 - Natural Resource Sustainably Managed	Types and number of IEC activities - ERDB- 4 lectures on GAD	IEC activities consist of 6 GAD lectures and 3 radio guestings/program on climate change and related gender issues					
					Number of participants in IEC activities and their SSD - ERDB lectures - 20 women & 10 men	ERDB lectures - 20 women and 10 men					

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	1	2	3	4	5	6	7	8	9	11	12
44	Limited access of women to natural resources	Women's concerns are not being addressed properly regarding access and use of coastal and marine resources	Provide a platform to build capacity of women in Coral Triangle to actively pursue their concerns in use of and access to coastal and marine resources	MFO: Ecosystems Management Services (BMB)	Conduct Women's Leadership Forum for Visayas-Mindanao cluster	Report on proceedings - 1 report	1 report 1 training of women titled "Citizens' Science" on monitoring coastal and marine resources, with 3 batches of demonstration sessions	700,000.00	700,000.00	BMB	Done.
						Number of participants - Participation of 20 male & 37 female, GFPS members and 10% of DENR employees in Visayas-Mindanao cluster	51 women and 31 men participants	GAA	GAA	BMB	
45	Limited access of women to natural resources	Lack of community-level enabling mechanisms to provide information on land titling	Increase number of women applicants for land titling	PAP: Land Surveys, Disposition and Records Management	Organize LMB-GFPS-LGU team for local info and assistance in land titling	Number of teams organized - 1 team organized Number of meetings - 4 meetings Number of participants - 10 women and 10 men each meeting	1 team of LGU-LMB/GFPS	25,000.00 GAA	20,000.00 GAA	LMB	Done Over-budgeted

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46	Limited access of women to natural resources	Limited information on land titling provided	Increase number of women applicants for land titling	PAP: Land Surveys, Disposition and Records Management (LMB, CAR, R1, R2, R3, R5, R6, R9, R11	Produce gender-sensitive IEC materials and conduct of IEC activities on basic requirements for land titling	Number of IEC materials produced - LMB - 500 IEC materials, NCR - 2 IEC materials (AVP and infographic) produced, R1- 4500 IEC materials produced, R4B - 2 IEC materials per CENRO totaling 600 pcs, R5 - 600 pcs IEC materials,	13,450 IEC materials produced, with NCR adding AVPs and Infographics	4,094,680.00	2,973,252.00	LMB, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R9, R11	Done. Under spending is most pronounced in the case of R1 and R11 due to online format of orientations held resulting in expenditures lower than expected.
				PAP: Land Management sub-program (R4A, R4B)		Number of IEC activities held - NCR - 1 orientation, R2 - 6 seminars and 5 other IEC activities, R4B - 1 forum per CENRO and 2-3 orientation on Patent Law, R5 - 1 forum	A total of at least 29 IEC events were held	GAA	GAA	LMB, CAR, NCR, R1,R2, R3, R4A, R4B, R5, R6, R11	
						Number of women given orientation on land titling - LMB - 2,034 men participated about 50 women, CAR - 50 women, NCR- 300 people 20% of whom are women, R1 - 210 women participants in seminar, R4B - total of 125 women participants, R5 - 50 women oriented in Mobo and San Jacinto municipalities, R11- 40 women oriented on land titling	A total of 2,092 women and 2,034 men participated about half of them land patent applicants				
47	Limited access of women to natural resources	Land disputes discourage women from applying for land titles	Increase number of women applicants for land titles	PAP: Land Surveys, Disposition and Records Management	Conduct lecture-forums to promote Alternative Dispute Resolution mechanisms	Number of forum-lecture on Alternative Dispute Resolution held - LMB - 1 ADR forum, RS- 7 forums (one each PENRO)	7 consultations were held and 1 meeting of IGU-LMB/GFPS group in Upper Bicutan about ADR	370,000.00	207,179.00	LMB, R5	Done. Some of the consultations were held online keeping down costs
						Number of participants and their SOD - LMB - 10 men & 10 women participants R5 - 30 participants in each of the 7 forums	85 female and 145 male participants	GAA	GAA	LMB, R5	

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48	Limited access of women to natural resources	Limited information reaching women on forestry permits	Gender balanced participation in securing forestry permits, i.e., 50% are women	PAP: Natural Resources Sustainably Managed	Conduct of training on securing forestry permits for women stakeholders	Number of trainings held - 1 training on securing forestry permits	Conducted capacity building for forestry laws on June 17, 2021 via Zoom App. Conducted capacity building for forestry Permits on September 10, 2021 via Zoom App.	90,000.00	90,000.00	NCR	Done.
						Number of participants and their SDD - 30 participants of which 30% are women	Attended and participated 31 Male and 72 Female from CAMANAVA LGU	GAA	GAA		
49	Limited access of women to natural resources	Less opportunities for applying for land titles for women	Women and men equally awarded land patents	PAP: Land Surveys, Disposition and Records Management	Issuance of Residential and Agricultural Free Patents for women and men beneficiaries	Number of Free Patents issued - R2 - 650 beneficiaries of Free Patents, R5 - 25% of patentees are women, R8 - 2,250 patents, R10 - 1,484 patents issued	9,557 free patents awarded	4,711,250.00	4,711,250.00	R2, R3, R5, R8, R10	Done.
				PAP: Land Management sub-program		Number of women beneficiaries of Free Patents - R8 - 1012 women beneficiaries	4,628 women patent beneficiaries	GAA	GAA		
50	Limited access of women to natural resources	Lack of information on permits, patents,	Improved access of women to natural resources	PAP: Natural Resources Enforcement and Regulatory Program	Production & distribution of gender-sensitive IEC materials on permits	Increased number of women applying for permits - 2% increase in women permittees	36 women and 42 men applied for forest permits	310,400.00	283,610.00	R4B	Done. Stock supplies were used in IEC production
						Number of IEC materials produced - 2 IEC materials per CENRO Number of women participating in IEC events - At least 12% of participants are women in IEC events	1 IEC material produced in Occidental Mindoro 5 IEC events on residential and agricultural patents, with 366 women and 369 men participants	GAA	GAA R4B		

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1	2	3	4	5	6	7	8	9	11	12
51 Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Gender-blind understanding and responses to risks and hazards posed by climate change	Adaptive capacities of women and men in forest and coastal communities are equally built	PAP: Forest protection and Development, Coastal and Marine Resources Management Program	Conduct of capacity building on adaptation (on resilient species selection, technologies and farming techniques) for women stakeholders	Number of training activities - R2-6 training events Number of women participants - R1 -500 men and women trained in adaptation technologies, R5-175 participants (25x7 offices), R7 - 40 women PO members trained	13 trainings on adaptation technologies in forest Total of 86 women participated	1,947,600.00 GAA	2,561,501.00 GAA	R1, R2, R5, R7	Done.R1 overshoot its budget by 545.00 due to high number of total participants. So did R5 but by a far lower amount
52 Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Low awareness on the relation of solid waste management, gender and climate change in client communities	Raised awareness on gender, solid waste management and climate change	PAP: Land Surveys, Disposition and Records Management (LMB), GASS: Support to Operations (R2)	Conduct forum/lectures on gender, solid waste management and climate change	Number of lectures conducted - LMB - 2 lectures, R1 - 4 lectures, R2 - 6 events Number of women participants - LMB - 20 women	9 learning forum/lectures on climate change and gender At least 30 women participants	365,000.00 GAA	334,856.00 GAA	LMB, R1, R2	Done.At least 3 forums were a combination of face-to-face with majority of participants online
53 Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Gender-blind understanding of impact and effects of climate change-related risks and hazards	Raised awareness of gender-differentiated impact of climate change, and how men and women cope and adapt	MFO: Climate Change Service	Conduct of research/Collection of adaptation and coping practices/stories of women and men to climate change-related risks and hazards	Stories of women and men's good coping, mitigation and adaptation practices collected 91 collected stories on mitigation and adaptation practices of women and men, developed as compilation	150,000.00 GAA	200,000.00 GAA	NGADFPS	Done.Unforeseen additional travel costs in collecting stories	
54 Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Low awareness of gender-differentiated impact of climate change and climate-related risks and hazards	Raise awareness of gender-differentiated impact of climate change, and how men and women cope and adapt	MFO: Climate Change Service	Conduct search for and awarding for women and men's remarkable mitigation and adaptation initiatives	Criteria for awarding is developed and winners of the search are recognized and awarded 5 consultations and meetings held to develop criteria for most remarkable adaptation and mitigation practices in communities. Awards made on March 1 and winning projects exhibited.	150,000.00 GAA	150,000.00 GAA	NGADFPS	Done.Activity 53 and 54 goes together in terms of plans and finances	
55 Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Gender discrimination in assessing risks and hazards	Adaptive capacities of women and men in ENR communities are equally developed	PAP: Environment and Natural Resources Resiliency Program	Conduct community meetings to identify gender concerns in adaptation activities/programs in the communities	Number of community meetings conducted - 4 community meetings Number of participants and their SOD	4 community meetings to deliberate winners for best practices with community and 45 women and 35 men	200,000.00 GAA	500,000.00 GAA	R12 NGADFPS	Done.Higher travel and coordination costs than planned

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1	2	3	4	5	6	7	8	9	11	12
56 Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Develop tools for raising awareness on gender-sensitized behavioral solutions to address impacts and effects of climate change increased	MFO: Climate Change Services	Develop teaching modules on gender-sensitized "Climate Change Needs Behavior Change" and test/pilot the modules in selected ENR communities	Number of modules developed, and - 2 modules Number of communities given pilot training - 2 communities	Modules were not developed 1 pilot training via webinar conducted	400,000.00 GAA	150,000.00 GAA	NGADFPS NGADFPS	Partially Done: Developing the modules was inadvertently left out of the FY 2021 WFP but initial training design was piloted through a webinar
57 Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Built capacity of DENR program staff to raise awareness on gender-sensitized behavioral solutions to address impacts and effects of climate change increased	MFO: Climate Change Services	Conduct trainers' training for wider application of modules on gender-sensitized "Climate Change Needs Behavior Change" principle from Central Office, Bureaus, AAs 10 DENR Facilitators)	Number of DENR trainers trained disaggregated by sex - 40 women & 20 men (1 pax each from RO-DENR, EWB, MGB x 16 regions = 48, plus 12 pax from Central Office, Bureaus, AAs 10 DENR Facilitators)	Training on Gender-Responsive Behavior Change for Climate Change held on September 30, 2021 participated by 172 women, 21 men, 1 transfemale	150,000.00 GAA	150,000.00 GAA	NGADFPS NGADFPS	Done.
58 Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Adaptive capacities of women and men in ENR areas and vulnerable	MFO: Climate Change Services	Wider application of teaching modules on gender-sensitive "Climate Change Needs Behavior Change" principle for identified vulnerable communities through conduct of training	Number of women and men trained and adaptive capacities strengthened - Upland and coastal areas in CAR and Region I: 60 pax: 35 women 15 men, and 10 DENR facilitators	Training on preparing campaign activities and communication plans for campaign on Gender-responsive Behavior Change for Climate Change, on October 1, 2021, participated by 172 women, 21 men, 1 transfemale	200,000.00 GAA	50,000.00 GAA	NGADFPS NGADFPS	Done: Major part of the costs (facilitators and resource speakers) have been covered in the first training session
59 MCW Section 36 c) generation and maintenance of GAD database	Existing information and gender database are held in different units/offices within DENR	DENR employees anywhere are able to access GAD database for program/project use	MFO: Knowledge and Information Systems Services	Set up computer system including program as needed for centralized storage and accessing of GAD relevant information in DENR	ORGANIZATION-FOCUSED ACTIVITIES Operational and updated GAD database collected and accessible for all DENR offices		50,000.00	50,000.00	KISS, NGADFPS Committee on IECs and Special Events KISS/CSG, NGADFPS, ERDB, PMED	Partially Done.

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60	Section 3.2 of PCW-NEDA-DBM Joint Circular 2012-01 mandates annual GAD planning and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports	Need to institutionalize GAD planning, budgeting and reporting	To institutionalize gender mainstreaming in DENR's programs/projects/active	MFO: Ecosystems Policy Services (BMB), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (R12), Policy and Planning Division	Conduct of annual GAD planning, budgeting and preparation of accomplishment reports, and training for the same	Number of ARs 2021 and GPB 2022 prepared and submitted - At least 21 ARs and 21 GPBs including DENR level AR and GPB	22 GPBs and 22 ARs prepared	990,000.00	811,433.00	FMB, BMB, LMB, Regions - CAR, R1, R4A, R4B, CO (PPD/GAD TWG), R5, R12	Done. National meetings and some regional/bureau meetings were held online, and in many cases offices and regions did not cost this separately from the regular GFPS meetings
			PAP: Land Surveys, Disposition and Records Management (LMB)		Number of meetings/workshops - FMB- 1 workshop, BMB - 4 meetings, CAR - 4 meetings, R4B - 1 meeting	19 regional/office meetings conducted including 4 reported meetings, CAR at PENRO level		GAA	GAA	FMB, BMB, LMB, R1, R2, R4A, R4B, NGADFPS, R5	
			GASS: Support to Operations (R4A, R5), Human Resource Development Services (R4B)		Number of participants and their SDD - Central Office - 70 participants; 40 women 20 men (1 pax each from RO DENR, EMB, MGB x 16 regions = 48 12 pax from Central Office, Bureaus, AAs 10 DENR facilitators), FMB - 20 women and 15 men, BMB - 28 women and 8 men, R4B - 20 women and 7 men	Virtual meeting at national level on preparation of GPB 2022 and another on preparation of AR 2021					
61	Section 3.2 of PCW-NEDA-DBM Joint Circular 2012-01 mandates annual GAD planning and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports	The guideline calls for gender analysis at the start of GAD Planning and Budgeting	To institutionalize gender analysis in the planning process of national priority programs	MFO: GAD Office	Conduct of workshop to develop gender analysis documents of national priority programs for implementation in GPB 2022	Number of workshops - 1-2 workshops Number of participants and their SDD - Total of 30 participants (20 female, 10 male)	Gender analysis workshop converted into part of GAD	50,000.00	50,000.00	Policy and Planning Division (Central GAA GAD Office, NGADFPS	Done.

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62	Presidential proclamation No. 224 declaring the 1st week of March of every year as Women's Week, March 8 of every year as Women's Day; and Presidential Proclamation No. 227 providing for the observance of the month of March as Women's Month	Need to continuously raise awareness on gender issues and concerns	To raise awareness on gender and women's issues and concerns, and recognition of women's contribution to sustainable natural resource management	MFO: Ecosystems Policy Services (BMB), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (LMB)	Conduct of various activities: kick-off ceremonies, seminars, recognition ceremonies, participation in inter-agency celebratory activities, film showing, production & dissemination of IEC materials	Number of participant women and men - Central office - * 100 par: 60 women 40 men, FMB - 20 women and 15 men participants, ERDB - targeting 50 women, BMB targets 170 male & 180 female BMB staff, LMB- 150 women & 150 men participants, , NCR- 150 staff participants in opening activity, and 40 staff in seminars with at least 50% women participants, R1- 300 participants, R5 - 210 participants, R8 - 94 men & 136 women in celebratory activity and 15 men & 35 women participants in seminars, R9 - 150 women and 50 men participants, R10 - all 277 regional staff	Total participation counted is 2,113 women and 1,193 men but so much more participation was not reported	7,306,000.00	6,308,990.00	FMB, ERDB, BMB, LMB, NGADFPs, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R8, R9, R10, R11, R12, R13	Done. Generally there was lower number of activities held than planned due to adjustments to Covid-19 situation

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64	EO 340 s. 1997, directs national government agencies to provide Day Care support in child-rearing services for their employees' and minding children less than 5 of age. Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH also mandates this service.	Employees in parenting role need institutional support in child-rearing services for employees' children 5 y.o. and below	MFO: GAD Office (Central Office)	Maintain day care services to required standards	Number of day care facility operated - R2, CO, R6, R7, R9, R13 - 1 day care facility	6 daycare centers were operated	1,331,000.00	1,166,000.00	Region 2, CO-GAD Office, R6, R7, R13	Done. Some daycare centers established or operating was discontinued in some areas due to Covid-9 restrictions	
			GASS: Special Study, Design and Development (R2), STO (R13)		Number of girls and boys served - R2, CO- 10 girls 10 boys, R6, R7- 5 girls & 5 boys/10 parents, R9 - 5 girls & 5 boys/5 parents	At least 22 boys and 33 girls were served		GAA	R2, R6, R7, R8, R9, R13, GAD Office		
			PAP: Natural Resource Sustainably Managed (R7)		Number of parents assisted - R2, CO- target 20 employees/parents served, R9 - 5 parents	At least 50 parent-employees were served					
65	RA 10028, or the Expanded Breastfeeding Promotion Act of 2009, mandates the provision of lactation Stations in all government offices. Supported further by the Joint JMC 2020-1 of Civil Service Commission, DOLE and DOH	Women employees need support to perform their reproductive role while working	To provide lactating employees with appropriate facility/support	GASS: General Management and Support Services	Establish /maintain lactation stations with appropriate facilities	Number of lactation stations established - CO and R12 - 1	9 lactation stations operated	335,000.00	455,417.25	Regions R2, R4B, R12, CO-GAD	Done. 1 lactation station was renovated and two others required updating equipment
					Number of lactation stations maintained - R2- 6 stations R4B - 1 station	3 stations required renovation and acquisition of basic equipments		GAA	R2, R4B, R10, CO-GAD Office		
66	PCW MLC 2016-03 calls on government agencies to use the enhanced GMEF in periodically assessing level of gender mainstreaming in the organization	Regular assessment of gender mainstreaming needs to be periodically assessing level of institutionalized gender mainstreaming in the organization	To identify strengths and weaknesses in mainstreaming gender in the organization and help raise GMEF rating of organization	MFO: Ecosystems Policy Services (BMB)	Conduct of workshop- forum to apply enhanced GMEF and learning forum on use of GMEF	Number of meetings/workshop on GMEF - FMB, BMB, NCR - 1 meeting each, R4A- 1 learning	2 GMEF workshops held and one workshop converted to wider GAD learning event	620,000.00	444,030.00	FMB, ERDB, BMB, Regions - NCR, R4A	Partially Done. In the case of R4A the GMEF activity was removed from their revised plan but it was not similarly updated in GPB 2021. In the case of FMB, the GMEF workshop not pursued due to unavailability of resource person
			PAP: Natural Resource Sustainably Managed (FMB)		Number of personnel who participated in GMEF application, disaggregated by sex - FMB - 15 women and 15 men staff participated, BMB- 8 men and 28 women staff, NCR - 28 participants 50% of whom are women	Total participation is 77 women and 26 men		GAA	FMB, ERDB, BMB, NCR, R4A		
			GASS: STO (NCR, R4A)								

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67	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Regular meetings, and other meetings of GFPS to strengthen their ability to manage and implement the GAD program	To strengthen GFPS	MFO: GAD Office (Central office)	Conduct quarterly meeting and other meetings of GFPS	Number of meetings held - Quarterly meeting each	58 national/bureau/regional level meetings and 19 PENRO and CENRO level GFPS meetings	1,482,000.00	1,077,746.00	FMB, ERDB, NGADFPS, CAR, NCR, R1, R4A, R4B, require	Done. Many of the regular meetings were conducted online when Covid-19 protocols
			PAP- Natural Resource Sustainably Managed (FMB)		Number of participants and their SDD - NGADFPS- 15 women, 4 men	Total participation is 429 women and 129 men	GAA	GAA	NGADFPS, ERDB, FMB, LMB, CAR, NCR, R1, R4A, R4B, R5, R7, R10, R13		
			GASS: General Management and Supervision Services, Support to Operations								
68	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for capacity building opportunities for GFPS	To build capacity of GFPS in gender mainstreaming	PAP- Natural Resources Sustainably Managed (FMB), Land Surveys, Disposition and Records Management (LMB)	Conduct of various capacity building events for GFPS in the form of participation in inter-agency GAD events, and/or local and international conferences	Number of inter-agency activities participated in - FMB- 3 conferences, ERDB-4 inter-agency local events and 1 international conference, LMB - various GAD meetings/conferences, BMB - 1 learning event on gender, diversity & inclusiveness, CAR - 7 inter-agency events/meetings, R8 - 4 learning activities, R11 - 2 events participated	55 national and inter-agency GAD meetings/events	2,545,200.00	1,337,810.00	FMB, ERDB, LMB, CAR, R1, R4B, R5, R6, R7, R8, R9, R10, R11	Done. At least 20 of the reported meetings/activities were conducted online which reduced travel and other costs considerably
			GASS: STO (ERDB, CAR, R1, R5, R6, R7, R8, R9, R11), HRD Services (R4B)		Number of participants - FMB - 2 women, 2 men, ERDB - 5 women/one per event, LMB - 32 women and 12 men, BMB - 3 men & 10 women, R4B - all GFPS members, R5- 35 GFPS members participated in inter-agency GAD meetings, R7 - 2 GFPS members attending, R8- 9 men & 16 women GFPS participants, R9 - 1 male and 2 female GFPS members participated, R10 - 9 GFPS members attending/all women,	At least 78 women and 20 men GFPS members attended	GAA	GAA	FMB, ERDB, LMB, BMB, CAR, R1, R5, R6, R7, R8, R9, R10, R11		

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators /Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
1	2	3	4	5	6	7	8	9	11	12
69 PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	GFPs turn overs	To reconstituted GFPs and to equip with basic orientation on GAD work	GAAS: Human Resource Development Services	Conduct of GAD orientation and introduction to GFPs work for reconstituted GFPs	Number of participant GFPs members	Series of 6 meetings of field and technical personnel to cascade GAD plans in various ENR programs, and other gender mainstreaming concerns A total of 124 women and 77 men participants	250,000.00 GAA	310,000.00 GAA	Region 4B	Done. Misreported budget, which should be P310,000
70 PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	GFPs turnovers	To reconstitute GFPs and familiarize them to GAD concerns and experience	GAAS: Support to Operations	Attendance/participation of reconstituted GFPs in Region 4A's Women's Leadership Forum	Number of forum/event attended	Conducted 1 training on Gender orientation/refresher on Harmonized Gender and Development Guidelines (PIMME & PIP)	50,000.00 GAA	33,619.00 GAA	Region 4B	Done. The meeting was conducted partially online and as part of year-end meeting of regional GFPs.
71 PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for continuing learning among GFPs members	To raise capacity of GFPs in national priority programs to assess their gender responsiveness	MFO: GAD Office (Central office)	Conduct of workshop on experiences in applying Design and PIMME Checklists of HGDG	Number of participants and their SOD Number of workshops	11 males and 35 females participated from RGADFPs/ PGADFPs /CGADFPs and Planning Officers of MIMAROPA	25,000.00 GAA	25,000.00 GAA	NGADFPs	Done.
72 PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for continuous learning among GFPs	To raise capacity of GFPs to mainstream/implement GAD plans	MFO: GAD Office (Central office)	Participation of GFPs members in trainings offered by PCW and other trainers	Number of GFPs members who participated in different training for GAD mainstreaming, planning and budgeting and other training opportunities - Training participants - 3 women and 1 man	Number of GFPs members participated: 14 men, 144 women	200,000.00 GAA	50,000.00 GAA	NGADFPs, GAD Office, HRD (Central Office)	Done. All three trainings were conducted partially online
			GAAS: Human Resource Development (Central Office)		Number of training events participated	3 trainings			NGADFPs, GAD Office, CO-HRD	

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73	1 PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	2 Need for capacity building of GFPS	3 To identify training needs of GFPS member	4 GASS: Support to Operations	5 Conduct training needs inventory and analysis for GFPS members of NCR	6 Number of meetings to conduct and report on needs analysis	7 3 meetings conducted: One (1) to prepare training plan for FY 2022, and two to conduct update all GFPS members	8 50,000.00	9 50,000.00	10 NCR	11 Done.	12
74	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for regular meetings of regional GAD structures	To strengthen functionality of RGADCs C	GASS: Support to Operations	Participation of GFPS members and selected LGU partners in RGADC meetings and other RGADC activities	Number of RGADC meetings with outside participation - R12 - 2 RGADC meetings, R13 - 1 meeting with participation from 16 offices in the region	4 RGADC meetings	120,000.00	44,000.00	R12, R13	Partially Done,One region was not able to implement RGADC activities	
75	Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 calls for regular gender audits of programs/projects	Gender-responsiveness of programs/projects should be regularly assessed	To assess gender-responsiveness of programs/projects	GASS: Support to Operations (ERDB, R4A, R4B, R6, R11, R12)	Conduct of gender-responsiveness assessment of major programs/projects using HGDG	Number of HGDG or GMEF application meetings or workshops - ERDB - 2 meetings/workshops, BMB - 2 workshops, LMB - 1 workshop, R4A - 1 meeting, R4B - 2 HGDG applications meetings, R11 --2 meetings on all priority programs, R12 - 1 meeting	12 regional and bureau level HGDG applications/workshops for ENGP, CMEMP and NPASMP were conducted, and 21 HGDG application exercises conducted for PENROs and CENROs	1,932,000.00	1,152,277.00	FMB, ERDB, LMB, R4A, R4B, R6, R11, R12	Done, The cost of at least 3 bureau/regional workshops were absorbed in regular GFPS meetings	
			PAP: Natural Resource Sustainably Managed (FMB, R11)		Number of participants disaggregated by sex - ERDB - 15 women & 5 men, LMB - 40 women and 15 men participants, R4B - 13 women and 14 men participants, R6 - 51 men and 89 women	Participants are all GFPS members	GAA	GAA	FMB, BMB ERDB, LMB, R4B, R6, R11			
			PAP: Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (LMB)									

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1	2	3	4	5	6	7	8	9	11	12	
76	Section 4.4 of Joint NEDA-DBM-PCW MC 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	Inadequate sex-disaggregated data and gender information to inform development of ENR policies and programs	To improve gender-responsiveness of policies and programs/projects on biodiversity and livelihoods development	PAP: Land Surveys, Disposition and Records Management (R1), Monitoring of ENR Policies, Plans, Programs and Projects (R2), Natural Resource Conservation and Development Program (R3)	Develop existing database including hiring technical people to formulate/implement database system, implementation or improvement of database management system, collection of sex-disaggregated data in different programs/projects	Number of databases improved/updated/maintained - BMB - update of 4 databases (SDD of PAMIB Members, Park Visitors, PACBARMA, BDFE), NCR - 1 gender/SDD database maintained/updated, R2- 1 database management system updated, R3 - 6 SDD database (CBFM, CREMP, PA & Wildlife program, NGP and forest protection)	1 database was designed and set up, 1 pilot-tested (PA management), 6 programs databases were updated, and SDD collection was done for 3 sub-programs	2,753,000.00	2,608,000.00	NCR, R1, R2, R3, R4A, R9	Done.
			GASS: Support to Operations (NCR, R4A, R9)				GAA	GAA	BMB, NCR, R3, R4A, R9		
77	Section 4.4 of Joint NEDA-DBM-PCW MC 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	Personnel information are not traditionally sex-disaggregated	Updated SDD on personnel	GASS: Human Resource Development Services	Collection of SDD on DENR personnel	Updated personnel profile	Updated personnel profile of Oriental Mindoro and Romblon	5,000.00	2,968.00	Region 4B	Done. Over-estimated budget
							GAA	GAA	R4B		
78	Limited acquaintance, or appreciation and understanding of gender issues and concerns among employees of DENR	No basic orientation to gender, gender issues and concerns	To provide employees with basic orientation and training on gender, gender issues and concerns	PAP: Natural Resource Sustainably Managed (FMB)	Conduct gender sensitivity seminars and GAD orientation for employees	Number of gender sensitivity training or gender orientation conducted - FMB - 2 GST seminars, NCR - 1 GST, R2 - 2 batches of training for new employees, Re- 7 GAD orientation events, CO-HRD - 1 training for new employees, R13- GST in 16 sub-regional offices	35 GST/GAD orientation were conducted including for new employees	2,996,822.00	2,817,747.00	FMB, CO-HRD, NCR, R2, R6, R13	Done.
			GASS: Human Resource Development Services, STO, General Management and Supervision		Number of men and women employees of DENR given gender sensitivity training or gender orientation – FMB – 30 employees (15 men and 15 women) for each of GST seminar, NCR - 20 newly hired employees received GST,	Total participants are 727 women and 1,010 men old and new employees of DENR	GAA	GAA	FMB, NCR, R2, R6, R13		

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	1	2	3	4	5	6	7	8	9	11	12
79	Limited acquaintance, or understanding of gender issues and concerns among employees of DENR	Many DENR employees are unfamiliar with laws concerning gender, women and children	DENR employees are familiarized with key laws on gender and women	GASS: Support to Operations	Conduct of lecture-forum on key laws on gender and women and children	Number of lectures conducted	1 regional forum	70,000.00 GAA	18,200.00 GAA	Region R11	Done: The forum was conducted online
80	Big influence of middle level managers in regions is not fully harnessed for GAD progress	Need to increase appreciation of GAD among middle-level managers	Increased appreciation of GAD among middle-level managers	GASS: Support to Operations	Conduct of GAD orientation for middle-level managers	Number of middle-level managers given GAD orientation - NCR and R6 -50 middle-level managers given GAD orientation	A total of 43 middle level and top managers participated SDD reported in R6 is 2 men and 6 women	140,000.00 GAA	256,898.00 GAA	NCR	Done: The overspend is NCR's unbudgeted PS costs of P116,898.07
81	Women have less opportunity for awards, recognition and career advancement opportunities in workplace	Less training opportunities for women employees to qualify for second and third level posts	Women employees are included in training opportunities for career advancement	GASS: Human resource Development Services	Participation of women employees in training on management and leadership skills	Number of women employees who participated in management/leadership training events - R11-10 women employees	8 women employees participated in webinar on Leadership in the New Normal in Relation to GAD - March 29-30, 2021	260,000.00 GAA	56,000.00 GAA	Region 11	Done: The training was blended: online general participants, and regional office staff attended together in the regional office. Funds paid for meals and honorarium of resource speaker.
82	Inadequate staffing support for GAD work	GFSP members have limited time for GAD activities	Staff support provided for implementation of GAD PAs	GASS: Support to Operations (BMB, R5, R8, R9, R10), General Management and Supervision (R2), Personnel Management (R4B), Human Resource Development Services (NGADFPS, Central Office)	Hiring of support staff for GAD work	Additional staff support hired for GAD work - BMB, LMB, R2, R6, R8, R10 - 1 staff hired each, FMB and R4B – 6 staff, 1 coordinator, R5- 1 staff 7 offices, R9 - 2 staff hired, NGADFPS - 9 support staff & 2 GAD specialists, R10 - 1 support staff hired	19 support staff were hired for various administrative tasks for GAD, 2 coordinators and 1 GAD specialist	9,036,580.00 GAA	5,552,627.00 GAA	FMB, BMB, LMB, R2, R4B, NGADFPS, R5, R8, R9, R10	Done: FMB cut back on hiring and re-aligned budget, LMB's hired coordinator resigned after 9 months, BMB unable to find qualified applicant, and R5 charged the staff cost of their hire to regular PAs

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83	1 GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	2 Improved GAD monitoring and evaluation system	3 Establishment and implementation/ development of GAD monitoring and evaluation system	4 GASS: Support to Operations, General Management and	5 Establish/ develop and implement GAD monitoring and evaluation system	6 Identified gender-sensitive indicators for the different sectors (forests, biodiversity etc) - R2 - 4 monitoring meetings, R5 - GAD activity of 7 client groups monitored, R11- regular monitoring and quarterly validation, R12 - 6 M	7 Monitoring and evaluation activities conducted: 1) 34 sectoral indicators were identified and ten (10) SDO datasets were collected 2) M and E systems review in CAR 3) Validation of a total of 70 reports on GAD activities in R1 and R4A 4) 7 client groups or POs monitored in R5 and R11 5) 16 offices monitored in R13 as to GAD activities and annual assessment conducted	8 2,341,419.00 GAA	9 2,014,501.00 GAA	11 FMB, ERDB, Regions - CAR, R1, R2, R4A, R5, R7, ERDB, CAR, R1, R4A, R5, R11, R13	12 Done. Downward revisions in M and E budgets of 3 regions (CAR, R7, R11) were not captured in submitted GPB 2021. FMB revised downward and realigned budget in mid-year GAD program review
84	GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	2021 marks the start of implementation of the GAD Strategic Plan 2021-2025 of DENR	Identified gender-sensitive indicators are tracked	MFO: Project Monitoring and Evaluation Division and Policy and Planning Division, GAD Office (central office)	Conduct of workshop on monitoring and evaluation using agreed gender-sensitive indicators	Sex-disaggregated number of participants	Two (2) Preparatory meetings were conducted on October 13 and 21, 2021. Attended by selected DENR and ERDB GADFPS members	50,000.00 GAA	40,000.00 GAA	CO PPD/TWIG GAD Office	Done.
85	GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	Need for coordinated efforts in baseline data building	Baseline data of GAD programming substantially completed	MFO: GAD Office (Central office)	Conduct of coordination meetings on baseline data building	Finalized GAD Strategic Plan 2021-2025	3 meetings held, 1 with PCW to present their comments on the GAD Strategic Plan 2021-2025. GAD Agenda finalized for period 2022-2027 as suggested by PCW.	50,000.00 GAA	40,000.00 GAA	CO GAD Office, ERDB GAD Office	Done. The meetings were a combination of face-to-face and online. The topic is only a rider for the 3rd meeting hence the lower expenditure against budget
86	Limited awareness among General DENR staff of various gender issues important in the workplace	Unconscious biases operating in the workplace	Improved understanding and acceptance of diverse genders and sexuality, and gender-fair language	MFO: Ecosystems Policy Services (BMB)	Conduct of learning sessions on basic concepts of sexual orientation, gender identity and expression (SOGIE), and on gender-fair language for technical staff in Visayas & Mindanao	Number of learning events - BMB - 2 learning events (SOGIE, gender-fair language training), NCR - 1 learning event	3 learning events conducted on SOGIE, basic gender concepts and gender-fair language.	185,000.00 GAA	185,000.00 GAA	BMB, NCR	Done.

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1	2	3	4	5	6	7	8	9	11	12	
87	Limited knowledge and capacity of frontline staff for gender-sensitive provision of services	Limited exposure to gender issues and concerns	Familiarize WEOs on gender and gender concerns, and park staff and security to gender-fair language	MFO: Ecosystems Management Services (BMB)	Conduct of gender orientation for WEOs, and training on gender-fair language for frontline staff in parks	Number of training events - BMB, CAR, NCR, R1, R5 - 1 GST each, BMB & NCR - 1 training on gender-fair language	6 GST and training in gender-fair language for WEOs and non-WEO staff in R1	1,091,000.00	829,684.00	BMB, CAR, NCR, R1, R5	Done, R1 training was done online reducing costs considerably
			PAP: Community-based Resource Management (CAR), Natural Resources Sustainably Managed (NCR), Protected Areas, Wildlife, Caves Management (R1, R5)		Number of women participants - BMB - 4 women & 36 men WEOs and 11 female & 40 male frontline staff in parks, NCR - 27 WEOs of which 40% are women, 20 frontline staff of which 40% are women, R5- 25 WEOs x 7 offices	At least 32 women and 95 men participated SOD not reported for 150 others			BMB, CAR, NCR, R1, R5		
88	Women technical staff and field personnel are less involved in men-dominated natural resource management services	Fear and bias that some ENR services skills are beyond women	More women DENR technical staff and field personnel participate in cave assessment and management gender equal opportunity provided in staff learning	MFO: Ecosystems Management Services	Conduct of skills training on cave assessment and management, and on inland/wetland profiling for women technical staff and field personnel	Number of participants in training - BMB - 65 male & 35 female field personnel 35% of those trained participate in cave assessments, CAR - 14 field staff trained, NCR - 25 field staff trained of which 30% are women, R4B - 1 skills training 5 women and 8 men involved in cave assessment, R6 - not identified	6 training events participated by 399 men and 314 women, BMB training event conducted over 3 days	1,220,000.00	1,206,184.00	BMB, Regions CAR, NCR, R4A, R4B, R6	Done.
			PAP: Natural Resource Sustainably Managed (NCR), Protected Area, Caves and Wildlife Management (R4A, R4B, R6)								
89	Women technical staff and field personnel are less involved in men-dominated natural resource management services	Gender bias in selected natural resource management services	Male and female field personnel equally gain capacity in effective protection of forests and plantations and biodiversity conservation	PAP: Intensified Forest Protection Program (CAR), Forest Protection and Development Program (R1, R7, R5), Natural Resources Sustainably Managed (R4B)	Conduct of training of field personnel on effective forest and plantation protection and biodiversity conservation, including provision of gender appropriate logistics and material support in forest law enforcement	Number of participants and their SOD - CAR & R1- 100% of field personnel trained and provided appropriate gears, R4 - 1 female and 3 male staff trained/equipped, R5 - 20 staff participants x 7 offices, R7- 15 women and 16 men field personnel trained	5 training events	1,110,000.00	1,010,000.00	CAR, R1, R4B, R7	Done.

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	1	2	3	4	5	6	7	8	9	11	12
90	Low appreciation, awareness, knowledge and understanding of GAD issues and concerns by employees in DENR Offices, and external clients	Limited exposure to GAD discussions	Built capacity of DENR employees for gender mainstreaming	GASS: Support to Operations	Conduct various training events on gender mainstreaming for DENR personnel	Number of training events - R6- 7 learning events Number and SDD of participants: Attended by 4,528 men and 2,241 women DENR employees	7 learning events on gender mainstreaming	2,000,000.00 GAA	1,708,000.00 GAA	Region 6	Done: Less participants than planned for
91	DENR employees on field work are exposed to risks and hazards that may be different for women and men	No documentation on the number of women and men employees exposed to risks and hazards in field and work areas	Establish initial gender information on employees' exposure to risks and hazards in field work	MFO: Human resource Development Services (Central Office)	Conduct of inventory of women and men employees in field work exposed to risks and hazards	Collected SDD on employees' exposure to risks & hazards in field work	Not done for lack of time	50,000.00 GAA	0 GAA	CO-HRD	Not Done: Not done for lack of time
92	Vulnerability of women employees and clients to sexual harassment	Traditions and culture that discriminate against women, women employees and clients are often in subordinate positions in organizations	CODI or redress mechanism for sexual harassment is available and functional	MFO: Human resource Development Services	Conduct awareness-raising on CODI via production of IEC materials	Number of IEC materials produced & disseminated	Not done for lack of time	25,000.00 GAA	0 GAA	CO-HRD	Not Done: Not done for lack of time
93						Attributed Program					
					Enhanced National Greening Program			2,166,462,774.00	1,555,312,252.00	FMB, ERDB, Central Office (CO), Regions: CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R7, R8, R9, R10, R11, R12, R13	HSDG PIMME score of ENGP translates to 57.45% attribution. At a total expenditure for 2021 of P2,707,245,000, the attributable amount is P1,555,312,252
94					Forestland Management Project			327,896,748.00	546,689,564.57	FMP-FMB	FMP's budget for 2021 is P649,944,000. In DENR's GPB 2021, what was cited as budget is the attributable amount of P326, 896, 748 based on FMP's HSDG Box 9 results. The actual project spending in 2021 is P599,111,851.58. Based on FMP's PIMME HSDG (See Annex 14A), the attributable amount is 95% of this, hence the cited actual spending of P569,156,259.

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	1	2	3	4	5	6	7	8	9	11	12
95					Integrated Natural Resources and Environmental Management Program			94,976,240.00 GAA	0 GAA	INREMP-FMB	HGDG PIMME Score is less than 4
96					Coastal and Marine Ecosystems Management Program (CMEMP 1 out of 10 flagship programs of DENR)			26,081,160.00	41,860,779.00	Biodiversity Management Bureau	The original reported budget here was the 26,081,160 which was the attributable budget based on application of HGDG Box 9. The total budget of CMEMP then was P85,512,000. In the course of the year the total budget was reduced by DENR to P62,470,000 but the actual 2021 expenditure of CMEMP in 2021 is P60,536,195. The HGDG PIMME score now for CMEMP is translated into 80% attribution of the actual CMEMP 2021 expenditure, which is is P48,428,956.
97					National Protected Area System Master Plan (1 of 10 flagship programs of DENR).			1,743,000.00 GAA	0 GAA	Biodiversity Management Bureau BMB, R4A, R6	HGDG PIMME score is less than 4
SUB-TOTAL								2,787,068,298.00	2,288,788,878.05	GAA	
TOTAL								2,787,068,298.00	2,288,788,878.05		
Date											

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